



## Regulatory Webinars – Oil and Gas

### Speaker Bios

#### **Dr. Tariq Ali**

Environmental Permitting, Oil and Gas Division

[Tariq.Ali@rrc.texas.gov](mailto:Tariq.Ali@rrc.texas.gov)

Dr. Ali is a technical reviewer in Environmental Permitting and Support. He has almost 20 years of experience in the oil and gas industry. Prior to joining the Railroad Commission of Texas in November 2019, he worked for Halliburton and Conoco-Phillips for 10 years. He holds a Ph.D. in Petroleum Engineering from Texas Tech University.

#### **Sean Avitt**

Manager, Injection-Storage Permits, Oil and Gas Division

[Sean.Avitt@rrc.texas.gov](mailto:Sean.Avitt@rrc.texas.gov)

Mr. Avitt is the Manager of the Injection-Storage Permits Unit and has been with the Railroad Commission of Texas (RRC) for over eight years. In his previous roles at RRC, he permitted surface waste facilities and issued groundwater protection determinations. Mr. Avitt has a Bachelor of Science in Geology from the University of Texas at Austin and is a licensed Professional Geoscientist in Texas.

#### **Rick Behal, P.G.**

Groundwater Advisory Unit, Oil & Gas Division

[Rick.Behal@rrc.texas.gov](mailto:Rick.Behal@rrc.texas.gov)

Mr. Behal has been with the RRC for 19 years. Prior to joining the GAU, he worked in the Engineering Unit, Injection Permitting, and the Environmental Permitting sections of the Oil and Gas Division. Prior to joining the RRC, Mr. Behal worked in marine geophysical data acquisitions. He earned a Bachelor of Science in Geology from University of Texas at Austin. He is a licensed Professional Geologist in Texas.

#### **Heidi Beyer**

Engineering Specialist III, Team Lead, Environmental Permits, Oil and Gas Division

[Heidi.Beyer@rrc.texas.gov](mailto:Heidi.Beyer@rrc.texas.gov)

Mrs. Beyer has spent two years in Environmental Permits and Support evaluating and regulating surface disposal methods for oil and gas wastes. She is currently the technical reviewer team lead for the section. Prior to working at the RRC, she worked for three years at the Texas Commission on Environmental Quality as an Engineering Specialist and Contract Manager. She holds a bachelor's degree in Resource and Environmental Studies, a minor in Geology and a Certificate in Water Policy from Texas State University.

**James Bolton**

License and Permit Specialist, Technical Permitting, Oil and Gas Division  
[James.Bolton@rrc.texas.gov](mailto:James.Bolton@rrc.texas.gov)

Mr. Bolton joined the Railroad Commission eight years ago and works in Environmental Permits. He reviews and processes a variety of permits related to waste haulers, discharges, landspreading, pits and recycling. He holds a Bachelor of Arts in History from Texas State University.

**Miriam Borrego**

Staff Services Officer, District 7C, Oil and Gas Division  
[Miriam.Borrego@rrc.texas.gov](mailto:Miriam.Borrego@rrc.texas.gov)

Ms. Borrego has 26 years of experience with the RRC. She began her career in the 7C district office in San Angelo processing Form W-3A (Notice of Intention to Plug and Abandon). Her experience and growth continued with the processing of well completions. She contributed to the development of the District Office's Completion Auditing Procedures manual, which has been implemented statewide and in use in the Oil and Gas Division's ten district offices. Additionally, Ms. Borrego contributed to development of the online Form W-15, Cementing Report.

**Adam Bowerman**

Data Analyst, Environmental Permits, Oil and Gas Division  
[Adam.Bowerman@rrc.texas.gov](mailto:Adam.Bowerman@rrc.texas.gov)

Mr. Bowerman has been a member of the Environmental Permits section for three years, evaluating and regulating surface disposal methods for oil and gas wastes. In addition, Adam serves as the data management specialist for the section. He holds a Bachelor of Science in Geology and a Master of Science in Atmospheric Science from the University of Texas at Austin.

**Matthew Brown**

Manager, Well Mapping, Oil and Gas Division  
[Matt.Brown@rrc.texas.gov](mailto:Matt.Brown@rrc.texas.gov)

Mr. Brown began working in the Oil and Gas Division's Administrative Compliance section in February of this year. He has responsibility over the Well Mapping team that reviews, and edits survey lines and relocates oil and gas wells on the public GIS viewer.

The department adds new well symbols and updates well symbols per forms W-2, G-1, W-3, and P-4. In addition, they research and correct well locations, review API number discrepancies, remove erroneous well spots and update API information for uncatalogued / historic wells. Mr. Brown formally worked in the oil & gas services industry and holds a Bachelor of Science degree in Mechanical Engineering from Texas A&M.

### **Margot Buyens**

Program Specialist I, Technical Permitting, Oil and Gas Division

[Margot.Buyens@rrc.texas.gov](mailto:Margot.Buyens@rrc.texas.gov)

Ms. Buyens began her career at the RRC in December 2013 in the Injection-Storage Permits Unit. She monitors the injection / disposal (Form H-10) filing system, handles H-10 compliance issues and all H-10 related problems. In addition, Ms. Buyens handles the storage caverns and brine mining administrative tasks and processes P-13 applications to condition an abandoned well for fresh water production.

### **Weston Cassady**

Engineering Specialist, Engineering Unit, Oil and Gas Division

[Weston.Cassady@rrc.texas.gov](mailto:Weston.Cassady@rrc.texas.gov)

Mr. Cassady has been with the RRC for over a year where he works as an Engineering Specialist within the Technical Permitting's Engineering Unit. His duties include review and approval of horizontal well completions, well classification, down-hole commingling, and gas flaring application. Before his employment with the RRC, he spent two years in the mining industry. He holds a Bachelor of Science in Geology from Baylor University.

### **Rob Castillo**

Engineering Specialist II , Injection-Storage Permits, Oil and Gas Division

[rob.castillo@rrc.texas.gov](mailto:rob.castillo@rrc.texas.gov)

Mr. Castillo performs technical and seismic reviews on underground injection control (UIC) applications. He works with applicants, helping them better understand the guidelines set by the Commission regarding the application process. Mr. Castillo has a bachelors in Geoscience from the University of Texas at Austin. He worked as a student assistant for the Royalties Division at the Jackson School of Geoscience during his undergrad. He then went on to work in the field as a well logger and measurement while drilling (MWD) specialist lead.

### **Deborah Davis**

Manager, Production Audit, Oil and Gas Division

[Deborah.Davis@rrc.texas.gov](mailto:Deborah.Davis@rrc.texas.gov)

Ms. Davis has 29 years of experience at the RRC. She currently manages the Production Audit section. Ms. Davis is responsible for oversight of the Monthly Production Report (Form PR), Surface Commingling Report (Form P-17 and Form P-

17A), Monthly Transportation and Storage Report (Form T-1) and Skim Oil/Condensate Report (Form P-18). Ms. Davis assists with additional projects within the Production Audit section.

**Valentine Dongo**

Engineering Specialist, Engineering Unit, Oil and Gas Division  
[Valentine.Dongo@rrc.texas.gov](mailto:Valentine.Dongo@rrc.texas.gov)

Mr. Dongo works in Technical Permitting Engineering Unit of RRC. His responsibilities include review and approval of Well completion and classification applications. Before joining RRC this year, he worked in Oil and Gas Exploration service company. He holds a bachelor's degree in Petroleum Engineering from University of Benin, a master's degree in Petroleum Engineering and a certificate in Engineering Management from Missouri University of Science and Technology.

**Paul Dubois, P.E.**

Assistant Director, Technical Permitting, Oil & Gas Division  
[Paul.Dubois@rrc.texas.gov](mailto:Paul.Dubois@rrc.texas.gov)

Mr. Dubois is the Assistant Director for Technical Permitting in the Oil & Gas Division. The Technical Permitting Section has four operational units: Groundwater Advisory, Underground Injection Control, Environmental Permitting, and Engineering. Together, these units provide vital functions for the protection of freshwater resources, the prevention of pollution, and the prevention of waste of natural resources. Formerly, Mr. Dubois was the Manager of the Engineering Unit, and prior to that he was a Technical Examiner in the Hearings Division.

**Trisha Fleming**

Compliance Analyst, Administrative Compliance, Oil & Gas Division.  
[Trisha.Fleming@rrc.texas.gov](mailto:Trisha.Fleming@rrc.texas.gov)

Ms. Fleming has been with the Railroad Commission for 11 years. She performs highly technical, specialized statistical work in assigning and maintaining oil allowables and production records. She performs filing, sorting, organizing and document distribution duties, as well as complex research into hard files, microfilm and computer databases. Prior to joining the Commission, Ms. Fleming worked for Longview Fibre Paper and Packaging, Inc. and Weyerhaeuser.

**Jennifer Gilmore**

Manager, P-5 Financial Assurance, Oil and Gas Division  
[Jennifer.Gilmore@rrc.texas.gov](mailto:Jennifer.Gilmore@rrc.texas.gov)

As Manager of the P-5 Financial Assurance Section, Ms. Gilmore is responsible for oversight of the Organization Report (Form P-5) and Waste Hauler Permit applications, the Auto P-4 process for operator changes, Rule 15 (inactive well) filings, as well as the

review, processing and collection of P-5 and Commercial Facility financial assurance. She has worked at the RRC for 11 years in various capacities.

**James Harcourt, P.G., M.B.A., P.M.P**

Manager Oil & Gas Technical Permitting: Groundwater Advisory Unit Oil & Gas Division

[James.Harcourt@rrc.texas.gov](mailto:James.Harcourt@rrc.texas.gov)

Mr. Harcourt has worked at the Railroad Commission for seven years both in the Field Office in Houston and in Austin. Prior to coming to the Commission, he worked in the oil and gas industry for over 30 years in upstream for Chevron and SAIC, in midstream for Kellogg Brown & Root, and as a regulator for the States of Florida and Texas.

**Krystal Heibel**

Engineering Specialist, Engineering Unit, Oil and Gas Division

[Krystal.Heibel@rrc.texas.gov](mailto:Krystal.Heibel@rrc.texas.gov)

Ms. Heibel has worked at the Railroad Commission since 2018. Prior to working at the RRC, she worked at the Bureau of Economic Geology for two years. She holds a bachelor's degree in Geology from the University of Texas at Austin and a master's degree in Geology from Oklahoma State University.

**Heather Hesskew**

Team Lead - License & Permit Specialist II - Groundwater Advisory Unit, Oil & Gas

Division Heather [Hesskew@rrc.texas.gov](mailto:Hesskew@rrc.texas.gov)

Ms. Hesskew has been a member of the Groundwater Advisory Unit for three years and serves as the Administrative Team Lead for the GAU Department. She reviews and processes the Groundwater Applications on the administrative side. In addition, she reviews and processes the ST-1 (Severance Tax Exemption for High Cost Gas) applications. She helps manage the filing and correspondence for all ST-1 applications that the Groundwater Advisory Unit receives.

**Will Jones**

Engineering Specialist, Technical Permitting, Oil and Gas Division

[Will.Jones@rrc.texas.gov](mailto:Will.Jones@rrc.texas.gov)

Mr. Jones works in Environmental Permits where he reviews and processes a variety of permits related to evaluating and regulating surface disposal methods for oil and gas wastes. This includes discharges, pits, landfarms, reclamation and waste separation facilities. He has been part of the oil and gas industry for five years and holds a Bachelor of Science in Geophysics from the University of Texas A&M.

**David King**

License and Permit Specialist, Drilling Permits, Oil and Gas Division

[David.King@rrc.texas.gov](mailto:David.King@rrc.texas.gov)

Mr. King has over five years of experience with the RRC and has extensive knowledge of the Form W-1 (Application for Permit to Drill, Recomplete, or Re-Enter) permitting process and all related forms, data research using resources on the RRC website, interpreting and using the Public GIS Viewer, Statewide Rules, and the process of drilling a well from permitting to completion. He attended The University of Texas at Austin and received a Bachelor of Arts in Geography with emphases on Geology, Urban Studies, and the Natural Environment, as well as a Bachelor of Arts in History with an emphasis on Classics. Mr. King has over 15 years of experience in GIS software applications and data analysis. As a thirteenth descendent of Moses Austin, and a native Austinite, David is very proud to serve the great State of Texas.

**Abby Klein**

Engineering Specialist, Environmental Permits, Oil and Gas Division  
[Abby.Klein@rrc.texas.gov](mailto:Abby.Klein@rrc.texas.gov)

Ms. Klein has spent the past year in Environmental Permits evaluating and regulating disposal methods for oil and gas wastes. Before joining the RRC, she spent two years working as a field engineer on a hydraulic fracturing crew. She holds a Bachelor of Science in Civil Engineering with a concentration in Environmental Engineering from Texas A&M University.

**Mark Maddox**

GIS Specialist, Well Mapping, Oil and Gas Division  
[Mark.Maddox@rrc.texas.gov](mailto:Mark.Maddox@rrc.texas.gov)

Mr. Maddox began his career at the RRC in 2009 as a member of the drilling permits department. In that capacity he worked all aspects of the drilling permit process from application review to Statewide Rules 37 and 38 approvals. In 2014 he moved to the well mapping and is a member of the basemap maintenance (RBA) team. As a member of the RBA team he researches and resolves questions related to the placement of features and attributes in the RRC GIS database. Mr. Maddox has a bachelor's degree in geography from the University of Texas at Austin.

**Lauryn McFarland, EIT**

Reporting and Monitoring Team Lead, Injection-Storage Permits, Oil and Gas Division  
[Lauryn.McFarland@rrc.texas.gov](mailto:Lauryn.McFarland@rrc.texas.gov)

Ms. McFarland is the Reporting and Monitoring Team Lead in Injection-Storage Permits. She is certified by the Texas Board of Professional Engineers as an Engineer in Training (EIT). Prior to joining the RRC in 2013, Ms. McFarland worked as a process engineer for the chemical company Lubrizol. She holds a Bachelor of Science in Chemical Engineering from the University of Texas at Austin.

**Bryce McKee. P.G.**

Geologist - ST1s / Area Designations Lead - Groundwater Advisory Unit, Oil & Gas Division [Bryce.McKee@rrc.texas.gov](mailto:Bryce.McKee@rrc.texas.gov)

Mr. McKee P.G. leads the ST-1 and Tight Gas Area Designation technical review team within the Groundwater Advisory Unit. His focus is to ensure technically sound, fair, and efficient review of ST-1 Tight Gas Severance Tax Incentive applications and Tight Gas Area Designation applications, with minimal hassle or wasted time for applicant operators. With the Railroad Commission of Texas for a little less than a year, Mr. McKee first joined the RRC as a technical reviewer for the Underground Injection Control (UIC) group, reviewing H1/H1A and W-14 UIC permit applications. Prior to coming to the RRC, Mr. McKee worked for 30 years in private industry first for Amoco Production Company, and then spent the last 15 years of his career with Shell E&P working onshore south Texas, deepwater Gulf of Mexico, offshore Brazil, and finally in the role of senior geologist for the Shell Pennsylvania office working on gas development in the Marcellus Shale.

**Jim Moore**

Geoscientist, Injection-Storage Permits, Oil and Gas Division  
[Jim.Moore@rrc.texas.gov](mailto:Jim.Moore@rrc.texas.gov)

Mr. Moore has seven years of experience at the RRC. He has helped develop the RRC's program for underground injection control in the areas of permitting and well compliance. Mr. Moore has participated in development of data management programs and has helped lead several special project areas of underground injection control. He is currently the lead permit analyst in areas with seismic activity. He has served on several committees in RRC for Information Technology improvement including Public GIS Viewer, Internal GIS, Digital Well Log Submission, Injection Formations, and Injection Fluids. Mr. Moore has a Bachelor of Science in Geology and a Master of Arts in Geology from the University of Texas at Austin.

**Trisha Norton**

License and Permitting Specialist II, Environmental Permits, Oil and Gas Division  
[Trisha.Norton@rrc.texas.gov](mailto:Trisha.Norton@rrc.texas.gov)

Mrs. Norton has spent over two years in Environmental Permits as an Administrative Assistant II and most recently as a License and Permitting Specialist II. As a License and Permitting Specialist she reviews and permits Domestic Wastewater and Waste Hauler applications, among other duties. Prior to working at the RRC, she spent seven years in education as a substitute teacher, basketball coach, and office administrator. She holds a bachelor's degree in history and earned her teaching credential in social studies from California State University, Fullerton. She is currently working on her master's degree in history from Slippery Rock University.

**Jacquelyn Teseny**

Compliance Analyst, Well Compliance, Oil and Gas Division

[Jacquelyn.Teseny@rrc.texas.gov](mailto:Jacquelyn.Teseny@rrc.texas.gov)

Ms. Teseny began working in the Oil and Gas Division's Well Compliance section in March 2012 and has thirteen years of service to the State of Texas. Over the course of her career she has processed oil completions for various districts in Texas along with a multitude of other responsibilities such as drafting procedures and implementing form updates. Ms. Teseny is currently serving as Oil Team Lead and trainer for the processing of oil completions and the associated duties of a Proration Analyst.

**Kaila Thomas**

Supervisor, Crude Oil and Natural Gas Section, Account Maintenance Division

[Kaila.Thomas@cpa.texas.gov](mailto:Kaila.Thomas@cpa.texas.gov)

Ms. Thomas joined the Comptroller of Public Accounts in December 2009 as an Accounts Examiner in the Sales Tax Section. In May 2010, she transferred to the Crude Oil and Natural Gas Section (CONG), and became one of the CONG supervisors in May 2017. Her group is responsible for verifying and setting up certified exemptions so that taxpayers may benefit from legislative exemptions. Ms. Thomas holds a Bachelor of Arts in Accounting, a Masters in Business Administration, and Masters in Accounting and Finance Management.